

# BCEA BENEFIT SUMMARY SHEET

For Part-Time (20-29 Hours) Employees Hired Prior To January 1, 2006

## FRINGE BENEFITS AND WELLNESS

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- **CAFETERIA PLAN**  
\$257.60/month towards Medical Plan  
plus additional medical premium if eligible
- **EMPLOYEE ASSISTANCE PROGRAM (EAP)**  
Available to employees and dependents
- **VISION PLAN**  
Voluntary plan through VSP
- **WELLNESS/PROFESSIONAL DEVELOPMENT**  
\$112.50/year (after 10 years of service)
- **MEDICARE COVERAGE**  
Provided for employees hired after April 1, 1986

## RETIREMENT BENEFITS

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- **RETIREMENT - PERS 2.5% @ 55**  
City pays a portion of the Employee Contribution and reports the portion the City pays as Special Compensation for retirement purposes only
- **RETIREE MEDICAL TRUST**  
\$50.00/pay period employee contribution  
\$50.00/pay period City contribution
- **\$457 DEFERRED COMPENSATION PLAN**  
City matches \$457 deferred compensation employee contribution up to \$40.00/month

## VACATION AND HOLIDAYS

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- **VACATION**  
Less than 5 years of service.....2 weeks/year\*  
5-14 years of service.....3 weeks/year\*  
15+ years of service.....4 weeks/year\*
- **HOLIDAYS**  
10.5 fixed\* (if scheduled to work on holiday)  
8-10 hours floating\*

## SICK LEAVE AND OTHER LEAVES OF ABSENCE

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- **SICK LEAVE** pro-rated based on average number of hours worked
- **PERSONAL LEAVE** 4-5 hours/year\*
- **BEREAVEMENT LEAVE** 3 days/eligible death
- **MATERNITY LEAVE**  
16 weeks unpaid leave  
(must supplement with paid leave if available)
- **JURY DUTY** one day/year
- **FAMILY MEDICAL LEAVE & CALIFORNIA FAMILY RIGHTS ACT (FMLA & CFRA)**  
**Available to employees working 24+ hours/week**  
12 weeks unpaid leave in a 12 month period  
(must supplement with paid leave if available)
- **MILITARY LEAVE**  
30 paid calendar days/year per Military & Veterans Code; plus up to one year difference between City/military pay

## MISCELLANEOUS

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- **UNIFORM ALLOWANCE**  
Varies with assignment
- **TUITION REIMBURSEMENT**  
70% up to \$2,000/fiscal year per terms in MOU
- **BILINGUAL BONUS**  
\$63.00/month
- **WORK SCHEDULE**  
Flexible based on assignment & department needs

THIS IS PROVIDED AS A SUMMARY OF BENEFITS AND DOES NOT CONFER ANY RIGHTS UPON ANY EMPLOYEE. PLEASE REFER TO THE APPROPRIATE MEMORANDUM OF UNDERSTANDING FOR A MORE DETAILED DISCUSSION OF THESE BENEFITS.